

IBEW/City of San Jose Negotiations  
IBEW Initial Package Proposal

U → C  
2/8/10

Term: Three (3) Years

**Pay**

0% increase for 1<sup>st</sup> year, 0% increase for 2<sup>nd</sup> Year, 3% increase for 3<sup>rd</sup> year. See attached side letter for Electrical workers cost savings plans for CSJ.

**Safety**

See IBEW proposals dated 1/11/2010 & 1/20/2010 (Art. 11.1.1, 11.1.2 & 11.2) New proposal & Language change.

**Higher Class pay**

See IBEW proposals dated 1/11/2010 & 2/1/2010 (Art. 5.3.1 & 5.3.3) Language change

**Sick Leave**

See IBEW proposal dated 1/11/2010 (Art. 18.1.4) Remove Language

**Medical Verification Clarification**

See City proposal 23 dated 1/20/2010 (Art. 10.1.2) Language Change

**Bereavement Leave**

See IBEW proposal dated 1/11/2010 (Art. 23.1) Include Aunt & Uncle

**Retirement**

See City proposal 21 (Attached) dated 1/7/2010 with IBEW amendment. Language change

**Educational and Professional Incentives**

See IBEW proposal dated 1/13/2010 (Art. 5.11.1) Language change

**Layoff Reinstatement Eligible List**

See IBEW proposal dated 1/28/2010 (Art. 14.6.4 & 14.6.5) Add language and Language change

**Hours of Work and Overtime**

See IBEW proposal dated 1/28/2010 (Art. 6.6) Remove language

**Full Faith and Credit**

See IBEW proposal dated 1/20/2010 (Art. 10.1.2) Remove Illegal language

### **Side Letters**

Include all existing side letters in new contract.

### **Housekeeping**

See IBEW proposal dated 2/1/2010 (Art. 2.2, 5.3.3, 7.7.1.2, 9.4 & 12.6.2)

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SAN JOSE

AND

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)

INTERNAL RESOURCES FOR CONTRACT WORK

The purpose of this agreement is to establish future meetings to discuss the utilization of the current side letter for "Unclassified Temporary Electricians" to reduce the overhead costs of contract work.

The IBEW agrees to discuss the usage of current City Electricians to supervise unclassified temporary Electricians in order to provide a cost savings alternative to using outside contractors for performing medium to large electrical projects for the City of San Jose.

FOR THE CITY:

FOR THE IBEW

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**IBEW AMENDMENT TO CITY PROPOSAL #21**

**ARTICLE 24 RETIREMENT**

24.1 Current retirement benefits will continue during the term of this Agreement, except as described herein, and shall be set forth in the Municipal Code.

24.1.1 Administrative cost of the Federated Retirement System, including staff salaries and indirect labor costs, are to be paid from the retirement fund. ~~Costs to the fund for staff salaries and indirect labor costs shall not exceed 0.10 of assets in the fund per year.~~ Costs to the fund for staff salaries and indirect labor costs shall not exceed ~~0.10%~~ 0.14% of assets in the fund per year.